

Elton Lesch

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SUMMARY

Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

SKILLS

Talent

Recruitment • Onboarding • Sourcing

Operations

HRIS (Workday/BambooHR) • Payroll Coordination

People Practices

Succession Planning

Compliance

GDPR

WORK EXPERIENCE

Talent Acquisition Manager — Mante Group (Oct 2020 - Present)

- Led recruitment for 188 roles across EMEA/US, reducing time-to-hire by 20%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 7 points.

Talent Acquisition Manager — Stroman, Johnson and Deckow (Dec 2016 - Nov 2018)

- Implemented a performance review program which improved engagement scores by 12 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Manager — McDermott LLC (Nov 2024 - Jan 2026)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 18 points.
- Led recruitment for 36 roles across EMEA/US, reducing time-to-hire by 22%.

HR Manager — Kiehn - Rodriguez (Jun 2018 - Sep 2020)

- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Led recruitment for 46 roles across EMEA/US, reducing time-to-hire by 24%.

HR Manager — Lesch Group (Aug 2024 - Dec 2025)

- Implemented a performance review program which improved engagement scores by 12 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 77 roles across EMEA/US, reducing time-to-hire by 23%.
- Rolled out benefits and L&D programs that increased retention in key teams by 18%.

ACADEMIC BACKGROUND

B.A. Business Administration, Welch - Walter College (2014)

CERTIFICATIONS

- PHR
- SHRM-CP
- CIPD Level 5/7

REFERENCES

Flavio Davis — VP — Kenyatta55@gmail.com